

Recruit Leaders

You can't do it all. Identifying and developing neighborhood leaders will help spread the workload and provide continuity over time.

People in leadership positions are responsible for coordinating the activities of a group, including activities designed to help the group achieve goals and feel good about working together.

A leadership position within a community association is a serious commitment. A leader:

- Impacts the association and the neighborhood;
- Possesses the organization's vision and the ability to build consensus;
- Delegates duties and authority to others;
- Encourages neighbor involvement and maximizes talent;
- Helps the association cultivate future leaders; and
- Recognizes the value in rotating leadership among members.

The task of recruiting and developing leaders is an ongoing activity for all members of the community association. Sometimes leaders are reluctant to share authority or delegate responsibility. Part of being a good leader is helping others grow into leadership roles.

Developing Effective Leaders

Search for many potential leaders, not just one or two.

Encourage people to switch tasks and discover their strengths.

Remind members to be open to change and bring in new members and leaders.

Encourage positive and productive communication.

Delegate responsibility by matching members' individual needs and strengths with the needs of the group.

Break big jobs into small parts and assign to different people.

Focus on goals and achievements, not personalities.